PERSONNEL POLICIES AND PROCEDURES MANUAL

Introduction

The purpose of this manual is to provide Lawrence Livermore National Laboratory (LLNL) personnel policies and procedures pertaining to the employment relationship between an employee (other than those covered by the University of California Senior Management Personnel Policies) and the Laboratory.

Personnel policies can be amended only by the Director with the concurrence of the President of the University of California (UC) and, as appropriate, the Department of Energy (DOE). Exceptions to the policies require the approval of the Director and, as appropriate, the President of the University and/or DOE.

Laboratory policies and procedures on a variety of subject matters (i.e., health and safety, security, finance and business practices) may be found in other manuals and guides in paper and/or electronic form.

When using this manual, refer to both the personnel policy and the procedure to implement the policy. The section number and title in the implementing procedure correspond to those in the personnel policy.

Table of Contents

INTRODUCTION

SECTION A: GENERAL

- I. Responsibilities
- II. Nondiscrimination and Affirmative Action
- III. Definitions

SECTION B: RECRUITMENT, SELECTION, AND HIRE

- I. Recruitment
- II. Selection
- III. Hire

SECTION C: PROMOTIONS AND TRANSFER

- I. Policy
- II. Responsibilities
- III. Announcement of Promotion and Transfer Opportunities
- IV. Time Off for Interviews

- V. Release of Employee to Accept Transfer
- VI. Reviews Prior to Transfer

SECTION D: REGULATIONS ON EMPLOYEE CONDUCT

- I. Responsibilities
- II. Personal Conduct-Policy
- III. Acceptance of Gifts and Favors
- IV. Use of the Names of the Laboratory and the University of California-Policy
- V. Outside Employment-Policy
- VI. Conflict of Interest-Policy and Definition
- VII. Patents and Reporting Discoveries
- VIII. Privileged Information-Policy and Definition
- IX. Reporting Improper Governmental Activities-Policy and Definition
- X. <u>Protection Against Retaliation for Reporting Improper Governmental Activities-Policy</u> and Definition
- XI. Near Relatives

SECTION E: EMPLOYEE PERFORMANCE

- I. <u>Performance Appraisals</u>
- II. Corrective Action
- III. Fitness for Duty

SECTION F: RECORDS

- I. Authority
- II. Public Access to Laboratory Public Records
- III. Privacy of and Access to Laboratory Records Pertaining Specifically to Personal Data

SECTION G: BENEFITS

- I. Holidays
- II. Vacation
- III. Sick Leave
- IV. Use of Sick Leave and Vacation for Work-Incurred Injury or Illness
- V. Military Leave
- VI. Leave with Pay
- VII. Leave without Pay
- VIII. Retirement Systems
- IX. Group Insurance Plans
- X. Awards and Recognition Programs



SECTION H: GRIEVANCES AND ADMINISTRATIVE REVIEW

- I. Employee Grievances
- II. Administrative Review

SECTION I: EMPLOYEE DEVELOPMENT

- I Policy
- II. Definitions
- III. Responsibilities
- IV. Eligibility
- V. General Provisions
- VI. Employee Development Programs and Activities
- VII. Special Leaves with Pay

SECTION J: TIME, PLACE, AND MANNER REGULATIONS FOR EMPLOYEE ORGANIZATIONS

- I. Policy
- II. Regulations

Appendix 1
Appendix 2

SECTION K: SEPARATIONS

- I. Resignation-Policy
- II. Layoff
- III. Dismissal of Career Employees
- IV. Release of Employees
- V. End of Appointment
- VI. Medical Separation
- VII. Death
- VIII. Retirement

SECTION L: HOURS OF WORK, OVERTIME, PAY, AND TIME REPORTING

- I. Hours of Work
- II. Pay
- III. Pay Computations, Paydays, and Paycheck Distribution
- IV. Time Reporting

SECTION M: REHABILITATION SERVICES

- I. Rehabilitation-Policy
 - II. Responsibility
 - III. Vocational Rehabilitation
 - IV. Reasonable Accommodation

V. <u>Trial Employment</u> VI. <u>Special Selection for Other Positions</u>